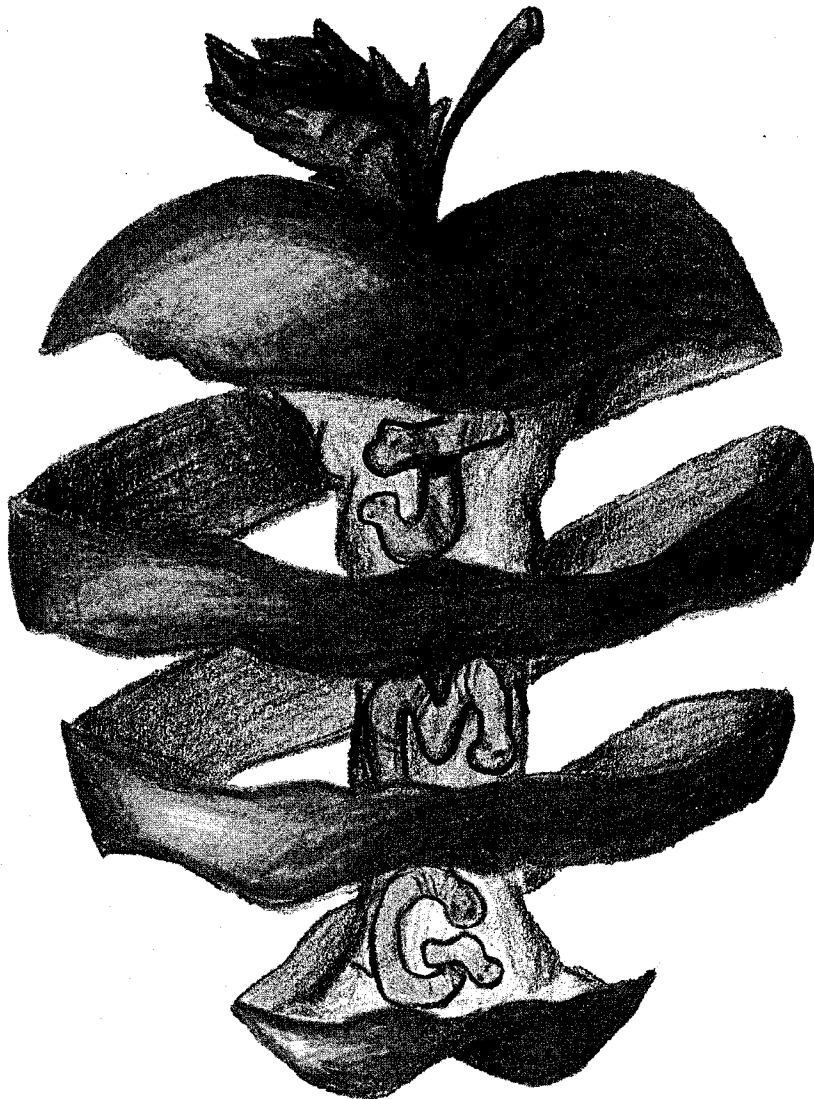


Jobs for Montana's Graduates



The core of
our future



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our future

JOBS FOR MONTANA'S GRADUATES FACT SHEET

JOBS FOR MONTANA'S GRADUATES (JMG), created in April 1990, assists Montana high school students to stay in school, graduate and successfully transition from school to work. JMG partnered with the Montana National Guard in July 1999 to assist high school dropouts, enrolled in the Montana Youth ChalleNGe program, to gain a GED and successfully transition to meaningful careers.

JMG is affiliated with the Jobs for America's Graduates (JAG) program. JAG originated in Delaware in 1979 and has been successfully replicated in 30 states and has served a total of 550,000 students. JAG has a proven record of success: it is the nation's longest-running, most consistently applied school-to-work transition model.

JMG's mission is two-fold: 1) to provide classroom instruction and work-based learning opportunities to students in grades seven through twelve and high school dropouts ages 16-18 which will enhance their career awareness, self-esteem and work readiness, and 2) to identify young people who can benefit the most through participating in JMG and prepare them for meaningful career-oriented jobs, matching the students with community job opportunities and providing long-term follow-up to facilitate their successful transition from school-to-work.

Program Features

The methods used to operate this program include a unique combination of in-school and out-of-school services provided by a Career Specialist. Key components are:

- **Employability skills curriculum:** competency-based instruction including units on career planning and decision-making, job seeking, job retention, basic academics, leadership and self-development and personal skills.
- **Montana Career Association:** a motivational student organization, which fosters the development of self-esteem, leadership, decision-making and assertiveness skills and provides recognition for positive achievement.
- **Job development and placement:** meaningful job opportunities with advancement potential are matched with job-ready, motivated graduates involved in the program.
- **Post graduation follow-up:** graduates and their employers are provided twelve months of follow-up assistance to facilitate students' successful transitions into the labor market.
- **Active partnership** between government, labor, business, education and the community.

JMG is designed to:

- Improve the student's employability skills.
- Help the student develop and define career goals and plans for the years immediately following graduation from high school.
- Help the student to successfully complete high school.
- Assist the student to develop confidence, poise and a positive attitude.
- Assist the student to acquire skills to successfully communicate with supervisors and coworkers.
- Stimulate the student's initiative, teamwork and leadership skills.
- Promote within the student respect for the dignity of work.
- Assist the student to display a sense of social responsibility and civic involvement.
- Assist the student to develop a feeling of pride in accomplishment.
- Provide opportunities for the students to develop personal goals and evaluate their progress toward attaining those goals.

JMG Management

- JMG is administered by the Department of Labor and Industry.
- Jobs for Montana's Graduates Foundation Board secures additional funding to support JMG's missions and goals.
- A variety of funds support JMG, including local, state, and private sector resources.
- JMG and JAG provide technical assistance and training for local and state program staff. JAG also conducts an annual on-site accreditation of all state affiliates.
- Local business leaders serve as active partners in local program implementation.
- Local career specialists take full responsibility for teaching curriculum, assisting students in completing outcome documents through a portfolio system and establishing the Montana Career Association at each participating school.

Performance Outcomes for 2008-2009

(Most recent final performance outcomes as JMG follows students for 1 year following graduation)

- 95.4% graduation rate
- 92.8% of the graduates entered employment, the military or postsecondary education
- 95.0% of the non-seniors returned to school

Montana Schools Served by JMG in 2010-2011

High schools offering JMG:

- | | | |
|---------------------------|-------------------------|-----------------------------|
| 1. Billings Career Center | 13. Fromberg HS | 25. Philipsburg, Granite HS |
| 2. Bridger HS | 14. Glasgow HS | 26. Plains HS |
| 3. Brockton HS | 15. Glendive, Dawson HS | 27. Polson HS |
| 4. Butte HS | 16. Havre HS | 28. Poplar HS |
| 5. Cascade HS | 17. Helena HS | 29. Roberts HS |
| 6. Columbia Falls HS | 18. Helena, Capital HS | 30. Rudyard, North Star HS |
| 7. Culbertson HS | 19. Judith Gap HS | 31. Scobey HS |
| 8. Deer Lodge, Powell Co | 20. Lame Deer HS | 32. Sidney HS |
| 9. Dodson HS | 21. Libby HS | 33. Troy HS |
| 10. Dutton-Brady HS | 22. Lodge Grass HS | 34. Whitefish HS |
| 11. Eureka, Lincoln Co HS | 23. Malta HS | 35. Whitehall HS |
| 12. Frenchtown HS | 24. Nashua HS | |

Alternative schools offering JMG:

- | | | |
|---|--|---------------------------|
| 36. Butte Career Center
Alternative School | 38. Helena, Project for
Alternative Learning
(PAL) | 39. Whitefish Independent |
| 37. Havre S.U.N.S. | | |

Out-of School programs offering JMG:

40. Dillon, Youth Challenge National Guard
41. Columbia Falls Learning Center

Middle Schools offering JMG:

- | | | |
|---------------------|----------------------------|-------------------------|
| 42. Absarokee MS | 47. Helena, CR
Anderson | 52. Roberts MS |
| 43. Brockton MS | 48. Jordan MS | 53. Ulm MS |
| 44. Culbertson MS | 49. Lame Deer MS | 54. Whitehall MS |
| 45. Dutton/Brady MS | 50. Lodge Grass MS | 55. Wolf Point MS |
| 46. Fromberg MS | 51. Plains MS | 56. White Sulphur
MS |



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JOBS FOR MONTANA'S GRADUATES

2008-2009 SCHOOL YEAR

	Number of Programs	Number of Students	Percent Native American
<i>High School Programs</i>	40	779	16.56%
<i>Middle School Programs</i>	10	378	49.09%
<i>Total JMG Programs</i>	50	1157	26.53%
<i>Out-of-School Programs</i>			
Youth Challenge (not included in JMG student count)	1	114	na

PERFORMANCE OUTCOMES

Performance Category	JMG Final Report May 31, 2010	Schools On or Serving Reservations
• Senior graduation rate	95.43 %	87.30%
• Senior positive outcome rate	92.82 %	87.27%
• Senior job placement rate	77.99 %	67.27%
• Senior post secondary education/training	43.30 %	43.64%
• Senior military service	3.83 %	0%
• Senior full-time placement rate	93.87 %	91.89%
• Senior unable to contact (5 % or less)	2.15 %	0%
• Senior available/unemployed	3.83 %	5.45%
• Total senior non-positive outcome	7.18 %	12.73%
• Non-senior return to school rate	95.00 %	100.00%
• Middle School return to school rate	98.16%	97.45%

BUDGET AND COST PER STUDENT

<i>Total JMG Budget:</i>	<i>\$596,151</i>
General Fund	551,651
SWIB/JAG	37,500
OPI	7,000
<i>Cost Per JMG Student (1157 students):</i>	<i>\$515.26</i>

Education for Life



Jobs for Montana's Graduates

PROGRAM HIGHLIGHTS

2009-2010

1. In 2009/2010, JMG had 13 middle schools programs. The JMG high school program was in 35 high schools and 2 out-of-school programs. JMG served 1087 students in the 2009-2010 school year.
2. JMG provides a 7th and 8th grade middle school curriculum. The middle school program is based on keeping students excited about school and helping them transition into high school. The program helps the students improve their academic performance, school behavior, attendance and self-esteem. It helps the students develop a future picture of being successful in high school and attaining a rewarding career.
3. JMG has a four-year high school curriculum built on 37 work-based competencies. The students form a student organization and work on projects in the areas of career, leadership, civic and social. This allows the curriculum to be integrated into projects the students have chosen as their Program of Work. Two student conferences are provided for the high school students each year.
4. The JMG student leadership conference is held in early November. Approximately 250 officers of the JMG high school student organizations attend this event. The JMG Career Development Conference is held in May each year. Approximately 350 high school students attend this event consisting of curriculum related competitive events, workshops and an awards luncheon.
5. In November, Montana students who are chosen through a state competitive event, travel to Washington D.C. for an all-expense paid trip to the Jobs for America's Graduates (JAG) National Leadership Conference. They are joined with students from 30 other states that are affiliated with JAG. A JMG student from Scobey won the national student competitive event, Employment Preparation. A student from Nashua HS won the AgCareers essay contest and was given an expense paid trip to the conference in DC.
6. JMG provides Career Specialist training twice a year. Training is provided in the areas of: curriculum, career association, data management, job development and follow-up. Career specialists share best ideas and practices and receive training in other areas that will help them achieve their goals and objectives.
7. The JMG base funding is provided by the Montana State Legislature.
8. The JMG Foundation is a 501(c) (3) non-profit organization established to provide support to the JMG program. The Foundation identifies grants and funding that will: 1) increase community awareness; 2) provide support for local programs and program expansion; 3) create on-line curriculum; 4) provide students and career specialists scholarships, etc. The Foundation coordinates closely with JMG staff to ensure the two organizations work toward common goals and objectives.



Support Opportunities



JMG NEEDS

CURRICULUM DEVELOPMENT:

Web-based Curriculum Development

- Provide ready access for teachers
- Full lesson plan development – student activities, related Powerpoints,
- Ability to personalize to match needs of students
- Developed by current JMG Career Specialists (teachers)

Initial Funding:

- QWest
- Dennis & Phyllis Washington Foundation
- Student Assistance Foundation

SPONSORSHIP OF PROGRAM ACTIVITIES:

Fall Student Leadership Conference

Career Development Conference

National Student Leadership Conference in Washington D.C.

Career Specialist Training

Student Scholarships

NEW SCHOOL SITE DEVELOPMENT:

Middle School Sites

- Grants to Schools
- Attitude Surveys
- Adventure Learning Experiences

High School Sites

- Grants to Schools

JMG Foundation is a 501(c)3 non-profit organization



Mission and Vision



Mission

Jobs for Montana's Graduates (JMG) will enable young people with barriers to stay in school and acquire the academic, personal and leadership skills to become successful, productive members of a community.

Vision

**Jobs for Montana's Graduates
"Education for Life"**



Leadership Team



JMG STAFF

DREA BROWN
State Director

JIM LAMBERT
Program Manager, Northwest Area

JENNY VELTRI
Program Manager, Hi-Line Area

LUCILLE THOMASON
Program Manager, Billings Area

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Program of Choice



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JMG is the *program of choice* for high schools seeking to improve their students' success in staying in school through graduation, having a meaningful career plan and becoming contributing members of the workforce and economy.

- As an Affiliate of Jobs for America's Graduates, JMG is recognized as one of the nations most cost efficient, high performing programs.
- JMG is focused on meeting the needs of employers as a way to help ensure good quality jobs and other opportunities for the JMG graduate.
- The JMG student will enter the workforce with work ready soft-skills required by employers.
- The JMG students develop meaningful career plans to achieve their career goals. Career plans may include post secondary education, the military, other training or employment opportunities.
- JMG students benefit from links to schools, employers and community-based services and develop an appreciation for giving back to their community.
- The JMG students benefit from the advice and support of the career specialist, and the one year follow-up received after graduation.
- JMG will provide career exploration and goal setting to middle school students to install an appreciation for completion of high school and career planning.
- The number of schools offering JMG will continue to increase, reducing the dropout rate in Montana.
- JMG staff and board members are committed to high quality work that makes a significant difference in the lives of those enrolled in the program.



Program Structure



WORK READINESS SKILLS: JMG's curriculum for grades 9-12 includes units on career planning, decision-making, job seeking, job retention, basic academics, leadership and self-development and personal skills. Students completing JMG receive academic credit towards graduation. The curriculum for grades 7-8 includes communication skills, decision making, character development, negotiations, career exploration, leadership development and high school transition.

CAREER ASSOCIATION: A student-led organization is used to motivate participants through pride of membership, involvement and recognition. Participation in chapter and state activities reinforce JMG's work readiness skills and help to achieve program goals.

EMPLOYER MARKETING AND JOB DEVELOPMENT: Employer marketing identifies employers willing to hire JMG graduates in quality jobs that provide full-time work, competitive salaries, safe working conditions, adequate job training, effective supervision, periodic performance appraisals, employment benefits and advancement opportunities. Part-time and summer employment opportunities may be provided for non-seniors as needed.

FOLLOW-UP SERVICES: Proactive follow-up services are provided to graduates and non-graduates for a period of 12 months to ensure successful transition from school to work or further training. Non-graduates are assisted in returning to school or completing a GED.

ELECTRONIC DATA MANAGEMENT SYSTEM (eNDMS): All programs collect and report data to Jobs for America's Graduates as a means of tracking and evaluating program success in keeping students in school through graduation, helping non-graduates receive a high school diploma (or GED), and transitioning graduates into quality jobs.

STUDENT SELECTION & CLASS SIZE: Schools are to establish a selection committee that includes teachers, counselors and school administration to identify students most in need of our services. Class size is critical when reviewing the program's ability to deliver quality services and to achieve program goals at a reasonable cost per placement. The ideal class size is approximately 15-20 students.

PROGRAM MANAGEMENT: JMG staff work with schools and community service organization to identify teachers willing and capable of implementing a JMG program in their school.



Work Readiness Skills



- A. Career Development Competencies**
- Identify occupation interests, aptitudes and abilities
 - Relate interests, aptitudes & abilities to appropriate occupations
 - Identify desired lifestyle and relate to selected occupations
 - Develop a career path for a selected occupation
 - Select an immediate job goal
 - Describe the conditions and specifications of the job goal
- B. Job Attainment Competencies**
- Construct a resume
 - Conduct a job search
 - Develop a letter of application
 - Use the telephone to arrange an interview
 - Complete application forms
 - Complete employment tests
 - Complete a job interview
- C. Job Survival Competencies**
- Demonstrate appropriate appearance
 - Understand what employers expect of employees
 - Identify problems of new employees
 - Demonstrate time management
 - Follow directions
 - Practice effective human relations
 - Appropriately quit a job
- D. Basic Skills Competencies**
- Comprehend verbal communications
 - Comprehend written communications
 - Communicate in writing
 - Communicate verbally
 - Perform mathematical calculations
- E. Leadership and Self Development Competencies**
- Demonstrate team membership
 - Demonstrate team leadership
 - Deliver presentations to a group
 - Compete successfully with peers
 - Demonstrate commitment to an organization
- F. Personal Skills Competencies**
- Understand types of maturity
 - Identify a self-value system and how it affects life
 - Base decisions on values and goals
 - Identify the process of decision-making
 - Demonstrate ability to assume responsibility for actions & decisions
 - Demonstrate a positive attitude
 - Develop a healthy self-concept for home, school and work